

## Message Text

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PAGE 01 LISBON 01324 011809Z

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ACTION EUR-12

INFO OCT-01 ISO-00 SAM-01 CIAE-00 COME-00 EB-07 INR-07

LAB-04 NSAE-00 SIL-01 DODE-00 PM-04 H-02 L-03 NSC-05

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R 011549Z MAR 76

FM AMEMBASSY LISBON

TO SECSTATE WASHDC 6178

INFO USMISSION EC BRUSSELS

AMEMBASSY LONDON

AMEMBASSY MADRID

AMCONSUL OPORTO

AMEMBASSY PARIS

USMISSION OECD PARIS

AMCONSUL PONTA DELGADA

AMEMBASSY STOCKHOLM

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E.O. 11652: N/A

TAGS: ELAB, ECON PO

SUBJ: GOP APPROVES COLLECTIVE LABOR RELATIONS LAW

1. COUNCIL OF MINISTERS ANNOUNCED, AFTER SPECIAL FEBRUARY 28 SESSION, ITS APPROVAL OF DECREE ON COLLECTIVE LABOR RELATIONS. APPROVAL CAME JUST HOURS BEFORE FEBRUARY 29 EXPIRATION OF FREEZE ON COLLECTIVE BARGAINING. COUNCIL WILL, AT ITS MEETING ON MARCH 5, CONSIDER COMPANION DRAFT DECREE ON WAGE POLICY.

2. HIGHLIGHTS OF APPROVED LAW AS REPORTED IN COMMUNIQUE ARE:

A. COLLECTIVE LABOR RELATIONS TO BE REGULATED BY COLLECTIVE AGREEMENT, DECISION OF ARBITRATOR, OR -- IN EXCEPTIONAL CASES -- ADMINISTRATIVELY.

B. COLLECTIVE AGREEMENTS CAN BE MADE BETWEEN:

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PAGE 02 LISBON 01324 011809Z

(1) WORKERS' ASSOCIATIONS, UNIONS, OR UNION

FEDERATIONS/CONFEDERATIONS;

(2) EMPLOYERS OR EMPLOYERS' ASSOCIATIONS/  
FEDERATIONS.

C. MINIMUM DURATION FOR COLLECTIVE AGREEMENT IS ONE  
YEAR. AGREEMENTS REMAIN IN FORCE UNTIL REPLACED.

D. AGREEMENTS, WHICH MUST BE WRITTEN, ARE TO DESIGNATE  
SIGNATORY ENTITIES, AREA AND EXTENT OF APPLICABILITY, DURA-  
TION, AND DENUNCIATION PROCESS.

E. EMPLOYERS MUST COMPLY WITH TERMS OF AGREEMENT  
THROUGHOUT ITS DURATION. IF OWNERSHIP OF PART OR ALL OF  
SIGNATORY COMPANY IS TRANSFERRED, BUYER ASSUMES RESPONSIBILITY  
FOR COMPLIANCE.

F. COLLECTIVE LABOR REGULATIONS CAN BE SUPERSEDED ONLY  
BY INDIVIDUAL LABOR CONTRACTS IN WHICH WORKERS GAIN MORE  
FAVORABLE CONDITIONS.

G. DECREE IS APPLICABLE TO PUBLIC COMPANIES, WITH  
SPECIAL RULES FOR MEDIA.

H. IN WAGE NEGOTIATIONS, PRIORITY WILL BE GIVEN TO  
RECONCILIATION WITH OVERALL INCREASE IN WAGE COSTS.

3. COMMENT: COUNCIL OF MINISTERS COMMUNIQUE, AND  
STATEMENTS MADE TO EMBASSY OFFICERS BY SECRETARY OF STATE FOR  
EMPLOYMENT TITO DE MORAIS, INDICATES GOP IS PUSHING TO  
COMPLETE DECREE ON WAGE POLICY. RAPID PROMULGATION IS VITAL IF  
GOP IS TO CONTROL PENT-UP WAGE DEMANDS DURING FORTHCOMING  
ROUND OF LABOR NEGOTIATIONS.  
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